

MINUTES
#14-12-13
January 28, 2013
SALARIES AND GRIEVANCES COMMITTEE
LOWER LEVEL CONFERENCE ROOM - CITY HALL – 4:15 PM

Members: Alderpersons, Chair Cory Roeseler, Vice Chairman Julie Kath, Jodi Vander Weele, David Van Akkeren, Mary Lynne Donohue

Ex-officio Member: Sandy Rohrick, Human Resources Manager

Excused: Alderperson Cory Roeseler

Others in Attendance: James Amodeo, Steve McLean, David Biebel, Chief Domagalski, Chief Hermann, Chad Pelishek, Dave Kuckuk, Mark Pawasarat, Mark Sommer, Joel Kolste, Dolcye Johnson

OPEN:

1. Call meeting to order.

Ald. Kath called the meeting to order at 4:15 pm.

2. Pledge of Allegiance.

The Pledge was recited.

3. Approval of the January 14, 2013 Minutes.

Motion by Ald. Van Akkeren to approve the minutes, Second by Ald. Donohue, All Ayes, Motion Passes.

4. Discussion and possible action on the 2013 Compensation Program.

Hand-out by Sandy Rohrick the Draft 2013 Compensation Program and Draft Salary Ranges for Non-Represented Exempt & Non-Exempt Salary Grade Ranges and the DPW Labor Work Force Ranges.

Discussion was held.

Sandy indicated that the current pay range is from 2008. The pay scale needs to be updated to reflect the current market. She explained the merit increase and the new performance evaluation form and that there is no across-the-board increase to the range.

David Biebel stated that there is no longer a union contract and the pay scale is no longer in force. The pay scale in the contract included 20 job descriptions with little variations to each position. DPW is down 30-40 people, from 20 years ago, we need more cross-training so employees can fill in. We are trying to get the department set up for the future, get a plan in place. We are working on new job descriptions for DPW which would classify the positions as Job Class 1, 2, 3, & 4.

Jim Amodeo stated that the committee can handle the job descriptions separately and vote on them at the next meeting.

Steve McLean stated that the Salary Structure is to be reviewed each year. The best thing to do is have the Council approve the Salary Schedule pursuant, and retro to January 1, 2013.

Ald. Donohue stated that this is a lot of information to review and absorb.

Motion by Ald. Van Akkeren to hold until the next meeting and at that time have the language changes to the ordinance and the new job descriptions for the Department of Public Works, Second by Ald. Donohue. All Ayes, Motion Passes.

5. Discussion and possible action on amending G. O. 115-98-99 permitting surviving spouses of active, disabled or retired employees to participate in the City's Medical Plan to state may elect COBRA for non-representative employees.

Hand out by Sandy Rohrick the Surviving Spouse Ordinance. Sandy stated that going forward the ordinance should be amended to state that Surviving Spouse would be eligible for COBRA, (18 months). The police and fire have contracts including the Surviving Spouse language.

Discussion was held.

Mark Sommer stated that he has 29 years with the City and if he dies his spouse would be booted out of the insurance, and would only be eligible for COBRA for 18 months. This would encourage employees to stay longer with the City.

Ald. Van Akkeren stated that he would like to see the specific language changes on how this ordinance would be changed and then make our decision.

Motion to hold by Ald. Van Akkeren, Second by Ald. Donohue, All Ayes, Motion passes.

6. Discussion and possible action on the open Assistant Deputy Finance Director position.

Sandy Rohrick informed the committee that as we continue down the path we are not getting candidates for this position and it is a concern. We could hire a consultant, but one of the main issues is residency. We may want to remove the residency requirement for this one position.

Steve McLean stated that there are two resolutions regarding residency one is for Department Heads and one for Non-Represented employees. This would require an amendment to the existing resolution.

After further discussion, Ald. Donohue made a motion to amend the current resolution to exempt the Assistant Deputy Finance Director, Second by Ald. Van Akkeren, Ayes: 2, Nays: 2 (Kath & Vander Weele). Motion fails.

Ald Donohue stated the City is going to be in trouble if this position does not get filled. Reconsider the vote and send it to Council for the purpose of discussion at the Council level.

Sandy stated we could advertise for a Finance Director and up the salary to the mid-point.

Motion to reconsider the vote by Ald. Vander Weele.

Motion by Ald. Donohue to amend the resolution regarding waiving the residency requirement for this one position, Assistant Deputy Finance Director. Second by Ald. Van Akkeren. Ayes: 3, Nays 1, (Kath) Motion Passes.

7. Set date and time of next Committee meeting.

February 11, 2013

8. Adjourn

Motion to adjourn by Ald. Van Akkeren, Second by Ald. Donohue, All Ayes, Motion Passes

Persons with disabilities who need accommodations to attend the meeting should contact the Human Resources Department at the following address as soon as possible: City Hall, Room 204, 828 Center Avenue, Sheboygan, WI. PH: 920/459-3373.